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Executive Registry

76-305 7/2

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76-5039

MEMORANDUM FOR THE RECORD

DATE: 24 September 1976

STATINTL FROM: [REDACTED] Personnel Representative

SUBJECT: Meeting with Dr. Jesse E. Gloster, Professor of Economics,  
Texas Southern University

As requested, I met with Dr. Jesse E. Gloster at the Washington area recruiting office, 24 September at 0900 in the WARO conference room. Dr. Gloster arrived early because he had a 10:30 appointment in Washington.

After exchanging greetings, Dr. Gloster began by briefly recounting his meeting the preceding day with the Director, Mr. Bush and EEO Director, Mr. Ware. Dr. Gloster stated his interest in black employment in the federal government especially in what he termed the important agencies such as CIA for a book that he is researching. His initial question was in regard to the percentage of black employees in the Agency. My response of 10 - 15 per cent, was prefaced with the statement that this figure was only a guess, and suggested that he contact Mr. Ware before his publication goes to print. Dr. Gloster was informed that the total figure could be misleading, because our major concern is increasing the number of black professionals which is presently less than 5 per cent.

From specific questions on the percentage of blacks employed by the Agency, our discussion shifted to a more general exchange. Dr. Gloster is concerned about the relatively small number of black Agency employees and corrective measures to improve this situation. Some of the positive recruitment efforts of the past few years were mentioned such as better coverage of black campuses, open house programs, and black media advertising, yet there doesn't seem to be a simple solution to our problem. The American public for the most part has a very fuzzy understanding of the basic needs and functions of an intelligence organization. This remains true today even after prolonged exposure through congressional investigations and the media. Another barrier to recruiting blacks is one of academic preparation. While, the Agency employs a diversity of education backgrounds and skills, our employment needs generally fall in fields such as economics, engineering, computer science and area studies, and the number of blacks graduating in these fields still lag behind the demand. Even in today's era of expanding opportunities, a greater percentage of blacks still tend to favor fields such as sociology, education, urban planning and counseling with the intention of improving conditions in this country. Of course, Dr. Gloster was informed that the above opinion is my own and not necessarily shared by others, nevertheless, Dr. Gloster agreed and expressed sympathy for our situation. He also added that not enough had been done to restructure black education at the predominately black colleges and universities. He related his personal

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efforts at attempting to broaden the outlook of his economic studies at Texas Southern, and to assist him in the effort, I promised a collection of overt publications from the Office of Economic Research.

His pending appointment in Washington curtailed our discussion, but Dr. Gloster seems interested in the Agency. His concern could result in referrals from time to time.

STATINTL



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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

F. W. M. Janney  
Director of Personnel  
5E 58, Headquarters

EXTENSION

6825

NO.

DATE 8 OCT 1976

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Acting Deputy Director  
for Administration  
7D 26, Headquarters 13 OCT 1976

The Director specifically  
asked that [REDACTED]  
meet with Dr. Gloster.

2.

3. Director of Central  
Intelligence  
7E 12, Headquarters

17 OCT 1976

④ EO/DDA

21 OCT 1976

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STATINTL

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